Mr. K. P. Kannan Nayar *(Secretary to Government).*—

(a) 488. A statement containing the other information is appended. *(Appendix IV.)*

(b) Yes.

Appointments outside the purview of Staff Selection Board Rules.

140. **Mr. K. M. Kunhi Moideen** *(Kattur).*—Will the Government be pleased to state what rules they have enforced in pursuance of their assurance, 'Government accept the resolution' given during the discussion of Resolution No. 11, on 25th November 1936?

Mr. K. P. Kannan Nayar *(Secretary to Government).*—Subject to the test of efficiency, Government have been following the principle underlying the resolution as far as possible. No specific rules have been framed nor are such rules deemed necessary.

Mr. K. M. Kunhi Moideen *(Kattur).*—May I know, Sir, whether even before the constitution of the Staff Selection board Government were not following this policy as far as possible with regard to appointments transferred to the Staff Selection Board?

Mr. K. P. Kannan Nayar *(Secretary to Government).*—Yes.

Mr. K. M. Kunhi Moideen *(Kattur).*—If they were following such a policy may I know why this staff selection board was instituted at all?

Mr. K. P. Kannan Nayar *(Secretary to Government).*—I think the Member is referring to appointments outside the purview of the Board.

Mr. K. M. Kunhi Moideen *(Kattur).*—That policy has not been adequately followed.

Mr. K. P. Kannan Nayar *(Secretary to Government).*—I do not think that it necessarily follows. The Government thought that with reference to certain appointments of a particular grade for special reasons it would be better to apply the principle of communal representation. It is for that purpose the board was constituted.

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Mr. K. M. Ibrahim *(Cranganur).*—When once you have set the ball in motion why can't it be made applicable to all appointments. Why should you leave this margin for unknown reasons?

Mr. V. K. Krishnankutty *(Anthikad).*—May I know whether in the appointments made by the Heads of Departments the rules of the Staff Selection Board are observed?

Mr. K. P. Kannan Nayar *(Secretary to Government).*—With reference to the appointments that can be made by the Heads of Departments there are some to which the rules of the Staff Selection Board are not made applicable, for example the posts of peons and attenders. There are only a few such appointments. In making those appointments also this rule is however generally followed.

Mr. V. K. Krishnankutty *(Anthikad).*—Why not it be followed with regard to peons also?

Mr. K. P. Kannan Nayar *(Secretary to Government).*—The Staff Selection Board rules are not made applicable to these posts. But even there as far as possible the Heads of Departments are following those rules though they are not bound by them.

Mr. V. K. Krishnankutty *(Anthikad).*— Do the Government enquire into it?

Mr. K. P. Kannan Nayar *(Secretary to Government).*—Especially when these rules are not binding on the Heads of Departments there is no necessity to enquire. My information is that they are generally following it.

Mr. K. M. Kunhi Moideen *(Kattur).*— Can we have any idea as to what percentage of the appointments falls outside the purview of the Staff Selection Board?

Mr. K. P. Kannan Nayar *(Secretary to Government).*—It is not possible to give an off hand answer.

Mr. K. M. Kunhi Moideen *(Kattur).*—Will the Government answer if sufficient notice is given?

Mr. K. P. Kannan Nayar *(Secretary to Government).*—Yes.

Mr. K. M. Ibrahim *(Cranganur).*— May I know the grounds on which this position has not been accepted in the case of higher appointments?

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Mr. K. P. Kannan Nayar *(Secretary to Government).*—Because the test of efficiency is considered as the primary basis for such appointments. It is because of that no rules are necessary.

Mr. K. M. Ibrahim *(Cranganur).*—Am I to take it that the test of efficiency is not at all taken into consideration in making appointments by the Board?

Mr. K. P. Kannan Nayar *(Secretary to Government).*—Efficiency along with communal representation is taken into consideration. The test of efficiency is the first consideration in the case of appointments over Rs. 100. In fact that is the position that has been accepted by the Government and if the Hon'ble Member will read the President's speech it will be made clear.

Mr. K. Ayyappan *(Ezhuvas South).*—Is it not efficiency the first test in the Staff Selection Board?

Mr. President.—It is not the first test. If for a particular post the turn of an Ezhuva comes and there happens to be more efficient people in other communities, an Ezhuva with the minimum qualification is certainly selected.

Mr. K. M. Ibrahim *(Cranganur).*—These rules can be followed in other cases also.

Mr. K. P. Kannan Nayar *(Secretary to Government).*—That policy has not been accepted.

Mr. K. M. Ibrahim *(Cranganur).*—Am I to take it that the question of efficiency is not at all a criterion for the selection of candidates by the Board?

Mr. K. P. Kannan Nayar *(Secretary to Government).*—Efficiency amongst the candidates in the communities to which the turn comes is taken into consideration. If the turn comes to a Mussalman, efficiency of the candidates in that community is taken into consideration.

Mr. K. M. Ibrahim *(Cranganur).*—What is the harm in extending the Board's activities to other spheres also?

Mr. President.—One Hon'ble Member is thinking of the peons' appointments and another member is thinking of the higher grade appointments.

Mr. K. M. Ibrahim *(Cranganur).*—I am thinking of both.

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